

**System and Method for Integrated Management  
of Personnel Planning Factors**

**ABSTRACT**

A system and method for integrated management of personnel  
5 planning factors is described. Each employee has an employee  
profile data area that is used to store planning data and actual  
data corresponding to the employee. Planning data includes risk  
analysis data, compensation data, and development planning data.  
Actual data includes current compensation data and performance  
10 data. Tools are available to analyze an employee in light of  
other employees in the organization. When planning factors are  
finalized, certain planning factors, such as compensation and  
stock options, are copied to the employee's actual data area in  
order to effectuate the changes. Management collectively views  
15 groups of employees and collaborates with regards to evaluating  
and rewarding the employees. Budget data, for example  
pertaining to salaries, is disseminated from upper layers of  
management to immediate managers. Budget data is compared with  
planned data to rectify any variances between the budget and  
20 plan.